

**Minimum Qualifications for Obtaining a Section 10(a)(1)(A) Recovery Permit for
Conducting Surveys for the tidewater goby (*Eucyclogobius newberryi*)**
Effective Date: August 8, 2017

Section 9 of the ESA prohibits “take” of federally listed species. For this reason, a Section 10(a)(1)(A) Recovery Permit (permit) is required to conduct surveys for the federally listed tidewater goby (hereafter, goby) because survey activities may result in the purposeful “take” (e.g., survey, capture, handle, and release) of these species. Unless otherwise specified by the appropriate U.S. Fish and Wildlife Service (Service) Office, surveys will be conducted using the most recent Service approved Terms and Conditions specified in the issued recovery permit for conducting these activities.

The Service may authorize presence/absence surveys (i.e., dip netting and/or seining) for the goby within the entire geographic range, or a portion of the range where the species may occur. Authorized survey activities for the goby include: handling the goby to count, weigh, measure, sex, examine, photograph, and release to the wild.

MINIMUM QUALIFICATIONS:

In order for an individual to be authorized to independently conduct presence/absence surveys for the goby, they must provide verifiable documentation accompanying their recovery permit application that identifies that they have completed the following requirements:

- 20 hours of experience conducting surveys (in accordance with the Tidewater Goby Survey Protocol, as specified in Appendix F of the 2005 Recovery Plan) under permitted supervision during which the species is encountered at three separate locations. Negative surveys do not count toward the required 20 hours.
- Have encountered at least seven of the following species during surveys under permitted supervision: arrow goby, bay goby, California killifish, chameleon goby, cheekspot goby, longjaw mudsucker, longtail goby, mosquitofish, prickly sculpin, shadow goby, shimofuri goby, shokihaze goby, staghorn sculpin, and yellowfin goby.
- Training in disinfecting equipment and clothing before and after entering the aquatic habitat.
- The applicant must provide a favorable letter of reference from a supervising permittee, including verification of the applicant's ability to identify and diagnose the tidewater goby from co-occurring fish species, and verification that the applicant has the ability to independently conduct goby surveys.

Verifiable Documentation:

The applicant must document their field experience acquired under supervision and submit the following information with their recovery permit application:

- a. The name(s) of the supervising permitted individual(s) and their associated permit number(s);

- b. Dates and hours of field experience (protocol surveys) and the type of activity conducted (seining, dip netting, handling, measuring, releasing etc.);
- c. The number and age class of all gobies detected, observed, and handled in the wild;
- d. The specific locations of the observations (including the County); and
- e. A letter of recommendation from at least one supervising individual (preferably someone other than the applicant's co-worker or current employer) describing the applicant's ability to independently conduct survey activities and identify goby habitat.
- f. We recommend that an experience table be submitted with your application following the sample template below.

Survey Experience with the Tidewater Goby. (Your name here)

Date	Location (include county)	Permitted individual (supervising) and permit #	Hours of Survey	Type of activity	TWG life stage, # handled or observed	Other required species observed
April 14, 2016	Arroyo Grande Creek, SLO County	John Smith TE-000000	4	seining	Captured and released 24 adults	1 mosquitofish 12 staghorn sculpin 24 prickly sculpin

Specialized Permit Activities:

Specialized permit activities will not be authorized without demonstrated proficiency in conducting the requested activities under the supervision of a permitted biologist. Some of these activities may require a project specific research proposal and other supporting documents.

Specialized activities for the goby may include, but are not limited to:

1. Temporarily or permanently marking, or tagging.
2. Performing any activity that would involve eggs or nests.
3. Euthanizing in the wild for the purposes of collection and preservation of specimens for reference (voucher) or research.
4. Collecting tissue samples.
5. Conducting surveys that include capture by: minnow trap, throw net, drop net, artificial burrow trap, etc.
6. Conducting estuarine or tidally influenced fish community sampling by: rotary screw traps, pop traps, fyke or frame traps, or trawls (Kodiak, beam, and otter).

7. Conducting surveys by electrofishing.
8. Conducting workshops that involve capture.
9. Transporting, holding in captivity, breeding or rearing in captivity, and/or translocating.
10. Administering veterinary care, including euthanization, to captive reared gobies.

Contacts:

For additional recovery permitting information or how to qualify for specialized activities, contact the Recovery Permit Coordinator at the applicable Fish and Wildlife Office that is nearest you. Contact information can be found on our minimum qualifications webpage at: <https://www.fws.gov/cno/es/minqual.html>

****This document may be revised at any time at the discretion of the Service.**